

RECRUITMENT PROCESS WITH USING OF IT

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In our fast-growing world all enterprises want to gain a profit from their business activities. To achieve such goals companies should build effective management system. Success in development of a company, economy as a whole and overcoming the economic crisis, crucially depend on the staff. Working with employees is an essential function of the managerial activity of the manager. To succeed in a competitive global marketplace, businesses are looking for the best and brightest employees. Today the processes which happening in the economy, such as: large-scale introduction of the Internet (which enables instant information exchange in the labor market) and the globalization of business - have led to the conversion to the modern system of relations "person - organization" in which employees do not make the career in the organization, and make it in the market. That is why the employment strategy and the recruiting should be not only effective, but also clearly exceed the strategy and recruitment process your direct competitors.

Recruitment (hiring) is a core function of human resource management. Recruitment refers to the overall process of attracting, selecting and appointing suitable candidates for jobs (either permanent or temporary) within an organization. Recruitment can also refer to processes involved in choosing individuals for unpaid positions, such as voluntary roles or unpaid trainee roles. Recruitment is a very important stage in the construction or development organizations, because any error will cause a number of consequences, which in the future will negatively affect at whole organization. So, you need to devote a lot of time in the work process with candidates. Nowadays, takes a lot of the time to search the candidate who is suitable for the company. Therefore, in order to simplify the process of finding and maintaining database of candidates, recruiters have resorted to the use of information technology by which the recruitment process becomes easier and convenient.

So, the main goal is understand how effectively use information technology for improving recruitment process. The main tasks are: decide which of the programs best suited to company, which of them are easier to use, and most importantly, what is the most effective. So, as a result I can say that the use of information technologies in the work of recruiters can be widely used, and can improve the efficiency of work with personnel and data processing on the candidates. While technology plays a larger role in recruiting than it has ever before, the human aspect will always remain, and need to remember it.